

KGW(TV), KGWZ-LD
EEO PUBLIC FILE REPORT
10/01/11- 09/30/12¹

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
News Director	1-23, 33-50	50
News Photographer	1-11, 14, 19-23, 33-50	49
Anchor/Reporter	1-23, 33-50	50
National Sales Assistant	1-10, 33-50	49
Executive Administrative Assistant	1-10, 32-50	10
News Reporter	1-23, 33-50	8
Local Sales Manager	1-10, 27-28, 33-50	49
Assignment Editor	1-11, 14, 19-23, 33-50	49
News Producer	1-11, 14, 19-23, 33-50	8
Assistant News Director	1-23, 33-50	50
Account Executive	1-11, 27-28, 33-50	49
News Photographer	1-11, 14, 19-23, 33-50	8
IT Project Manager	1-11, 21-23, 30, 33-50	8
Maintenance Engineer	1-11, 21-23, 30, 33-50	49
Dealer Support Specialist	1-11, 27-28, 33-50	49
Executive Producer	1-11, 14, 19-23, 33-50	50
Accounting Manager	1-11, 21, 23, 33-50, 52-53	49
News Producer	1-11, 14, 19-23, 33-50	8
Internet Account Executive	1-11, 27-28, 33-50	49

¹ This report provides recruitment data collected from September 29, 2011 through September 28, 2012.

KGW(TV), KGWZ-LD
EEO PUBLIC FILE REPORT
10/01/11- 09/30/12

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting period
1	State of Oregon Employment Division Cynthia Mullen 30 N Webster Street Suite E Portland, OR 97217 (503) 280-6018	N	1
2	Y.W.C.A Job Bank Leslie Bevan 1111 SW 10 th Avenue Portland, OR 97205 (503) 294-7400	N	0
3	Bureau of Indian Affairs Stanley Speaks 911 NE 11 th Avenue Portland, OR 97232-4169 (503) 231-6702	N	0
4	Urban League of Portland Employment Department Warren Fluker 10 N. Russell Portland, OR 97227 (503) 280-2600	N	0
5	NAB Education Foundation Oscar Bustillo 1771 N Street NW Washington DC 20036 (202) 429-5300	N	0
6	Oregon Commission for Black Affairs Lucy Baker 1819 SW 5 th Ave #313 Portland, Oregon 97201 (503) 302-9725	N	0
7	Oregon Association of Broadcasters Bill Johnstone 7150 SW Hampton #240 Portland, OR 97223 (503) 443-2299 www.theoab.org	N	0
8	Station Website	N	24

KGW(TV), KGWZ-LD
EEO PUBLIC FILE REPORT
10/01/11- 09/30/12

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting period
9	OregonLive Deborah Hartman 620 SW 5 th Avenue, Suite 300 Portland OR 97204 (503) 972-1000	N	2
10	Craigslist Portland Craig Newmark PO Box 225159 San Francisco, CA 94122 5159 (800) 664-0633 http://portland.craigslist.com	N	10
11	TVJOBS.com Mark Holloway P.O. Box 4116 Oceanside, CA 92052 (800) 374 -0119 www.tvjobs.com	N	5
12	The National Association of Hispanic Journalists Kevin Olivas 1000 National Press Building 529 14 th St., NW Washington, DC 20045-2001 (202) 662-7145	N	0
13	Asian American Journalists Association Kathy Chow 5 Third Street Suite 1108 San Francisco, CA 94103 (415) 346-2051	N	0
14	MediaLine Mark Shilstone Box 51909 Pacific Grove, CA 93950 (800) 237-8073 medialine@medialine.com	N	0
15	California Chicano News Media Association Julio Moran 727 W 27 th Street, Room 201 Los Angeles, CA 90089 (213) 821-0075	N	0
16	Radio Television Digital News Association Carol Knopes 529 14 th Street, NW, Suite 425 Washington DC 20045 (202) 659.6510	N	0

KGW(TV), KGWZ-LD
EEO PUBLIC FILE REPORT
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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting period
17	National Association of Black Journalists Maurice Foster 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 (301) 405-0248	N	0
18	TVSpy MediaBistro 475 Park Avenue South, 4 th Floor New York, NY 10016 (212) 389-2000 www.mediabistro.com	N	0
19	Jourlismnext.com Eric Wee (703) 629-0178	N	0
20	Frank Magid and Associates Alan Oldfield One Research Center Marion, Iowa 52302 (319) 377-7345	N	11
21	Media-Match.com 8112 ½ West 3 rd St Los Angeles CA 90048 323 284 5589 www.media-match.com	N	0
22	Productionhub.com 1809 E. Winter Park Road Orlando FL 803 (877) 629.4122 www.productionhub.com	N	0
23	Lostremote.com Cory Bergman Seattle, WA www.lostremote.com	N	0
24	Creativehotlist.com Patrick S. Coyne 110 Constitution Ave Menlo Park CA 94025 (650) 815-4290 www.creativehotlist.com	N	0
25	The Art Institute of Portland 1122 NW Davis Street Portland, OR 97209 (503) 228-6528	N	0

KGW(TV), KGWZ-LD
EEO PUBLIC FILE REPORT
10/01/11- 09/30/12

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting period
26	Promaxbda.org Jessica Henning 1522e Cloverfield Blvd Santa Monica, CA 90404 (310) 788.7600 www.promaxbda.org	N	0
27	Spots N Dots 1635 Old Highway 41 NW Suite 112-338 Kennesaw, GA 30152 (888) 884-2630	N	0
28	TVB.org Tiphany Jones 3 East 54 th Street 10 th Floor New York, NY 10022 (212) 486-1111 www.tvb.org	N	0
29	Linkedin Corporation 2029 Stierlin Court Mountain View, CA 94043 www.linkedin.com	N	0
30	Society of Broadcast Engineers Scott Jones 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 (317) 846-9000	N	2
31	Jobdango.com 2719 SW Kelly Ave Portland, OR 97201 (503) 256-4446 www.jobdango.com	N	0
32	Indeed.com 177 Broad St, 6 th Floor Stamford, CT 060901 www.indeed.com	N	0
33	University of Washington Center for Career Services Job Placement Coordinator 134 Mary Gates Hall Box 352810 Seattle, WA 98195 (206) 543 0535	N	0

KGW(TV), KGWZ-LD
EEO PUBLIC FILE REPORT
10/01/11- 09/30/12

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting period
34	Washington State University Murrow School of Communications Glenn Johnson PO Box 642520 Pullman, WA 99164 (509) 335 1556	N	0
35	University of Oregon School of Journalism and Communications Bill Morrill Career Services Coordinator 1275 University of Oregon Eugene, OR 97403 541-346-2171	N	0
36	Hispanic Metropolitan Chamber of Commerce MaryAnn Potter 333 SW 5 th Ave Suite 100 Portland, OR 97207 (503) 222 0280	N	0
37	ITT Technical Institute Rita Ogbeama 9500 NE Cascades Parkway Portland, OR 97220 (503) 255 6500	N	0
38	Mt Hood Community College Career Planning and Counseling Center Room 1152 26000 SE Stark St. Gresham, OR 97030 (503) 491 7432 mhccareer@mhcc.edu	N	0
39	Portland Community College Student Employment Services – SSB 104 DeAnne Hardy PO Box 19000 Portland, OR 97280-0990 Fax (503) 978 5030	N	0

KGW(TV), KGWZ-LD
EEO PUBLIC FILE REPORT
10/01/11- 09/30/12

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting period
40	African American Chamber of Commerce Roy Jay 4300 NE Fremont #220 Columbia Plaza Building Portland, OR 97213 (503) 244-5794	N	0
41	Goodwill Industries of the Columbia Willamette Cheri Folk 1943 SE Sixth Ave Portland, OR 97124 (503) 238 6186	N	0
42	National Association for Multi Ethnicity in Communications Kathy Johnson 320 W 37 th St 8 th Floor New York, NY 10018 212 594 5985	N	0
43	Oregon Association of Minority Entrepreneurs Jorge Guerra 4134 N Vancouver #100 Portland, OR 97217 (503)249-7744	N	0
44	Vancouver Chamber of Commerce Teresa Lawwill 1101 Broadway Suite 100 Vancouver, WA 98660 (360) 694-2588	N	0
45	Washington Association of Broadcasters Char Myers 724 Columbia St NW, Suite 310 Olympia, WA 98501 (360) 705-0774	N	0
46	Bates Technical College Shirley Miller 1101 S Yakima Ave #M212E Tacoma, WA 98405	N	0

KGW(TV), KGWZ-LD
EEO PUBLIC FILE REPORT
10/01/11- 09/30/12

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47	Portland State University Career Center Terri Bennett PO Box 751 Portland, OR 97207	N	0
48	Oregon State University Career Center B0008 Kerr Administration Building Corvallis, OR 97331 (541) 737-4085	N	0
49	Word-Of-Mouth Referral	N	35
50	Internal Transfer/Promotion	N	4
51	<i>[Intentionally Omitted]</i>	N	0
52	Media Financial Management Association Mary Collins 550 W. Frontage Road - Ste. 3600 Northfield, IL 60093 (847) 716-7000	N	0
53	Monster.com www.monster.com	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			95

KGW(TV), KGWZ-LD
EEO PUBLIC FILE REPORT
10/01/11- 09/30/12

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Host event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On November 8, 2011, our station hosted a student from Tualatin High School for a job shadow . The student learned about careers in broadcasting by observing one of our reporters and the process of preparing and producing a daily newscast.
2	Host event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On December 9, 2011, our station hosted a student from Reynolds High School for a job shadow. The student learned about careers in broadcasting by observing one of our reporters and the process of preparing and producing a daily newscast.
3	Host event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On December 16, 2011, our station hosted a student from Reynolds High School for a job shadow. The student learned about careers in broadcasting by observing one of our reporters and the process of preparing and producing a daily newscast.
4	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On January 12, 2012, the station participated in a mock interview program at David Douglas High School. Our Human Resources Director interviewed high school juniors and seniors and spoke with interested students about careers in broadcasting.
5	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On January 17, 2012, the station participated in a mock interview program at Gladstone High School. Our Human Resources Director interviewed high school juniors and seniors and spoke with interested students about careers in broadcasting.
6	Host event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On February 14, 2012, our station hosted a student from Canby High School for a job shadow . The student learned about careers in broadcasting by observing one of our reporters and the process of preparing and producing a daily newscast.

KGW(TV), KGWZ-LD
EEO PUBLIC FILE REPORT
10/01/11- 09/30/12

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
7	Host event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On February 14, 2012, our station hosted eighth grade students from Portland Jewish Academy for a station tour. Station participants included our Weekday News Anchor, who discussed the broadcast industry and career opportunities with the students.
8	Participate in job fair	On February 15, 2012, our station participated in the Portland State University Career Information Day. Station participants included our Human Resources Director.
9	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On March 2, 2012, our station participated in the Employer Point of View Panel at University of Portland. Station participants included our Human Resources Director, who discussed the application and interview process for broadcast employment.
10	Participate in job fair	On March 2, 2012, our station participated in the University of Portland Job Fair. Station participants included our Human Resources Director.
11	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On March 5, 2012, our station participated in that Career Connections Networking Fair at Open Meadows High School, a networking event for graduating seniors. Station participants included our Human Resources Director.
12	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On March 9, 2012, our station participated in portfolio reviews at the University of Oregon School of Journalism. Station participants included our Director of Creative Services, who advised students regarding careers in broadcasting.
13	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On March 30, 2012, our station participated in Careers Outside the Cubical through Portland Parks and Recreation. Station participants included one of our news reporters, who spoke to students about broadcasting careers.

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10/01/11- 09/30/12

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
14	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On April 5, 2012, the station participated in a mock interview program at Dallas High School. Our Human Resources Director interviewed high school juniors and seniors and spoke with interested students about careers in broadcasting.
15	Host event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On April 6, 2012, our station hosted a student from George Fox University for a job shadow . The student learned about careers in broadcasting by observing one of our reporters and the process of preparing and producing a daily newscast.
16	Participate in job fair	On April 10, 2012, our station participated in the Mount Hood Community College Job Fair. Station participants included our Human Resources Director.
17	Host event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On April 17, 2012, our station hosted students from Lincoln High School for a station tour and information sessions. Station participants included our Human Resources Director and various KGW staff members who explained their job responsibilities.
18	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On April 18, 2012, the station participated in a mock interview program at Beaverton High School. Our Human Resources Director interviewed high school juniors and seniors and spoke with interested students about careers in broadcasting.
19	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On April 19, 2012, the station participated in a mock interview program at Reynolds High School. Our Human Resources Director interviewed high school juniors and seniors and spoke with interested students about careers in broadcasting.
20	Participate in job fair	On April 24, 2012, our station participated in the Portland Community College Job Fair. Station participants included our Human Resources Director.

KGW(TV), KGWZ-LD
EEO PUBLIC FILE REPORT
10/01/11- 09/30/12

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21	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On April 26, 2012, the station participated in a mock interview program at Sunset High School. Our Human Resources Director interviewed high school juniors and seniors and spoke with interested students about careers in broadcasting.
22	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On May 17, 2012, the station participated in a mock interview program at Forest Grove School. Our Human Resources Director interviewed high school juniors and seniors and spoke with interested students about careers in broadcasting.
23	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On May 18, 2012, the station participated in a mock interview program at David Douglas High School. Our Human Resources Director interviewed high school juniors and seniors and spoke with interested students about careers in broadcasting.
24	Host event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On May 31, 2012, our station hosted students from New Avenues for Youth for a station tour and information presentation. Station participants included our Human Resources Director and various KGW staff members, who explained their job responsibilities.
25	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On June 21, 2012, our station participated in New Leadership Program at Oregon State University. Station participants included our President and General Manager, who discussed the importance of making connections and forging relationships for career advancement.
26	Host event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On June 21, 2012, our station hosted students from the Springdale Job Corps. Station participants included our Human Resources Director and various KGW staff members, who explained their job responsibilities.
27	Host event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On June 22, 2012, our station hosted students from the New Avenues for Youth. Station participants included our Human Resources Director and various KGW staff members, who explained their job responsibilities.

KGW(TV), KGWZ-LD
EEO PUBLIC FILE REPORT
10/01/11- 09/30/12

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29	Host event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On July 12, 2012, our station hosted ninth grade students from the Summer Youth Connect program through the Portland Mayor's Office. Station participants included our Human Resources Director and various KGW staff members, who explained their job responsibilities.
30	Host event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On August 14, 2012, our station hosted ninth grade students from the Summer Youth Connect program through the Portland Mayor's Office. Station participants included our Human Resources Director and various KGW staff members, who explained their job responsibilities.
31	Participate in event or program sponsored by or on behalf of educational institutions relating to broadcast careers	On September 10, 2012, our station participated in an informational interview with a graduating student from the Self Enhancement, Inc. program. on September 10, 2012. Our President and General Manager interviewed the student and discussed careers in broadcasting.